

## Regulations of Evaluation and Qualifications for Newly Appointed Full-time Teacher for College of Arts at National Taiwan Normal University

1. The qualifications for newly appointed full-time teachers are listed below:  
Except for teacher with a PhD degree who is hired for the first time, newly appointed full-time teacher in College of Arts should meet at least one of the following requirements:
  - A. Fine arts field: 2 solo exhibitions which include new works in the past 5 years (20 pieces of graphic works, 10 pieces of three-dimensional works, or 5 pieces of mixed media works for each exhibition).
  - B. Design field: personal works in the past 5 years that are diverse and iconic, participated in competitions, or focus on specific research themes (5 pieces of environment and interior design works, 25 pieces of visual communication design works, 8 pieces of product design, or 8 pieces of mixed media design)
    - A solo fine art exhibition can be substituted for 3 pieces of environment and interior design works, 15 pieces of visual communication design works, 5 pieces of product design works, or 5 pieces of mixed media design work.
  - C. Have 2 pieces of journal articles in the past three years that are published or accepted for publication (acceptance letters need to be attached), which the publication should be at the level of SCI, SSCI, TSSCI, EI, A&HCI, or new THCI (updated in 2016), and the candidate should be the first or corresponding author. Alternatively, the candidate has published a book in the past 3 years, and relevant proof of review and publication need to be attached.
  - D. Have directed one research project in Ministry of Science and Technology or other central ministries, in addition to one journal article publication or solo exhibition that fulfilled the requirements mentioned above.
    - The criteria mentioned above can be substituted with each other accordingly.
    - Candidate who submits their portfolio in fine art or design field (criteria 1 or 2) for external auditor, the works in their portfolio should be within past 3 years, with a report of its creative process attached.
    - Newly hired foreign teacher can submit journal articles that do not fit the standard in criteria 3, but it must be journal articles with a legitimate review mechanism.

2. The evaluation in regard to newly appointed teachers for all departments should follow the guideline of the university accordingly:
  - A. Full-time teachers who are hired after August 1st, 2011, and have worked for three years are required to pass the evaluations on their 7th semester of their service.
  - B. The result of the evaluation should be reviewed by the evaluation committee of the teacher's department and college, and submit to university's evaluation committee for future reference.
  - C. Those who pass the evaluation are allowed to renew their contracts. While for those who fail, no promotion will be granted, no over-the-hour assignment is allowed, and no part-time or part-time classes outside are permitted from the following year onwards. The teachers will be given another evaluation within two years, which will be coordinated by College of Arts. If fail again, termination of the contract will be submitted to and evaluated by the department, college, and university's committee respectfully.
    - The contract for newly appointed teacher is one year. After two years of working, the contract can be extended to two years.